

2027–2029 COALITION CONTRACT TENTATIVE AGREEMENT SUMMARY

RATIFICATION VOTE

Voting opens Friday, September 25, 2026 at 7:00 a.m.

Voting closes Saturday, September 26, 2026 at 7:00 a.m.

Your electronic ballot will be sent to the email address WSNA has on file. Please confirm that WSNA has your correct email address before voting opens.

Bargaining Team Recommendation

WSNA recommends a YES vote to ratify the Tentative Agreement. The agreement does not include an across-the-board wage increase for the 2027–2029 agreement at this time. WSNA is not pleased with a 0% wage increase. However, given the State's current budget concerns and the circumstances at the bargaining table, the bargaining team determined that continuing negotiations was unlikely to produce a wage increase in this round and could put the overall settlement at risk.

A key part of the settlement is a FY2029 wage reopener. This creates a defined opportunity to return to the bargaining table over wages when the State's fiscal outlook may be different. The reopener is limited to FY2029 wages and provides for bargaining in August 2027, with any resulting agreement subject to the applicable financial-feasibility, Governor's budget, and legislative funding process.

Economic Provisions

- 0% across-the-board wage increase in the current Tentative Agreement. The 3% language shown in the employer resolution document is stricken language and is not part of the settlement.
- FY2029 wage reopener: the parties will reopen the applicable Article 41 wage provisions solely to bargain wages for fiscal year 2029, with four bargaining dates scheduled between August 2 and August 9, 2027.
- Continuing MOU E 5% 24/7 Facility Premium
- Continuing MOU K \$1 per hour supplemental premium
- Existing RN shift premium structure remains in place rather than WSNA's proposed \$4 evening / \$6 night / \$5 weekend structure.
- MOU XX provides employees with one additional workday as a personal leave day each fiscal year of the contract.

Other WSNA-Affected Improvements and Agreements

- Nursing Affidavit: newly hired nurses have 30 days from hire to submit the affidavit. Qualifying experience disclosed during that period is applied retroactively to the date of hire, with protections for previously disclosed experience and Employer administrative or calculation errors.
- Low census: negotiated language addresses the order of low census, including traveler/agency nurses, employee volunteers, equitable rotation of on-call nurses, and full-time/part-time nurses, subject to applicable skill and assignment requirements.

Low Census Order: The Employer shall implement low census in the following order, consistent with other provisions in Implementing Involuntary Low Census:

1. Traveler and Agency
2. Employee volunteers
3. On Call nurses, equitably rotated among all on call nurses within the facility

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4. Full-time and Part-time nurses

- Vacation transparency: MOU X: WDVA will provide quarterly reporting to WSNA regarding Article 12.7(C) vacation requests, approvals/denials, response dates and reasons for denial.
- Safety: MOU C: WSNA/WDVA Employees Safety Work Group continues as a statewide joint forum to review injuries, resident assaults, overexertion and other safety concerns and collaborate on solutions.
- Additional tentative agreements affect Articles:

7.6 Washington State Nurses Association:

With mutual agreement between the Employer and employee, for each occurrence, a nurse may waive their second meal period in a shift of eight hours or longer provided at least one meal period is taken during the shift. In the event a second meal period is waived, the end time of the nurse's shift shall not be altered. Employees will fill out a meal period waiver form.

11.2 Section D

When a holiday falls on the employee's scheduled day off, the Agency will treat the employee's workday before or after as the holiday. An employee may request an alternate day off as their holiday as long as the requested day off falls within the same pay period as the holiday. The Employer may approve or disapprove the request *for an alternate day off*.

12.7 Section A

Employees who work in operations that are twenty-four (24) hours, seven (7) days per week, may submit in writing to their supervisor their preferences for different segments of vacation for the period March 1 of the current year through the end of February of the next year. Such requests must be submitted no later than January 1/December 31 of the preceding year. The Employer will compile and post an approved vacation leave schedule by *January 31 of the current year*. Employees on this schedule will have priority and will be granted vacation leave at times specified, if possible.

12. Section C

Employees may request additional vacation leave at any time on a first come, first served basis; however, the posted vacation schedule shall take precedence. The Employer will respond to all such requests *in writing, to include the reason for denial*, within fourteen (14) days of the request, 20 absent extraordinary circumstances.

What WSNA Did Not Achieve

- An across-the-board wage increase in this settlement.
- The three-range RN2 and RN3 increases originally proposed by WSNA
- WSNA's proposed \$4 evening, \$6 night and \$5 weekend differential structure.
- The proposed break-relief language and Walla Walla break-relief pilot.
- The proposed Weekend Manager on Duty medication-cart protection.
- The proposed expansion of just-cause protection to per diem/on-call nurses.

Why the Bargaining Team Recommends Ratification

The recommendation is not an endorsement of 0% wages. WSNA believes nurses deserve meaningful wage growth. The recommendation reflects the bargaining team's assessment of the current State budget environment, the limits of what could realistically be achieved by extending this round of bargaining, the protections and improvements secured elsewhere in the agreement, and the opportunity created by the FY2029 wage reopener to return to wage bargaining.

For those reasons, the WSNA bargaining team recommends a YES vote at this time.

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How to Vote

Voting is electronic and open for 24 hours: 7:00 a.m. Friday, September 25 through 7:00 a.m. Saturday, September 26.

- Confirm WSNA has your correct email address before voting opens.
- Watch the email account you have on file with WSNA for your individual ballot.
- Check your spam or junk folder if the ballot does not appear in your inbox.
- Review the Tentative Agreement information and cast your vote during the voting window.

This is your contract and your vote. Please make sure your voice is counted.